DOCUMENT RESUME

ED 114 922 95 EA 007 644

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TITLE Bibliography and Reference Information on Differentiated Staffing.
INSTITUTION Oregon Univ., Eugene. Center for Educational Policy and Management.
SPONS AGENCY National Inst. of Education (DHEW), Washington, D.C.
PUB DATE Apr 75
CONTRACT NE-C-00-3-0082
NOTE 54p.

EDRS PRICE MF-$0.76 HC-$3.32 Plus Postage
DESCRIPTORS *Bibliographies; *Differentiated Staffs; Elementary Secondary Education; Instructional Staff; *Publications; *Reference Materials; *Staff Utilization; Teacher Role
IDENTIFIERS Management Indications of Team Teaching; Project MITT

ABSTRACT

This bibliography lists 355 publications and reference materials relevant to the topic of differentiated staffing. The publications listed were published from 1964 through 1974; approximately 75 percent of them appeared in the five-year period from 1969 through 1973. References were drawn from various existing bibliographies and texts concerned with the topic. In addition, the Educational Resources Information Center (ERIC) system and the Education Index were both searched at length. All citations are listed alphabetically by author's name. (JG)

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Bibliography and Reference

Information on Differentiated Staffing

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Compiler

PROJECT MITT
April, 1975

EA 007 644

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Bibliography and Reference

Information on Differentiated Staffing

The bibliography that follows this reference information section was started in the spring of 1970. At that time, the Center for the Advanced Study of Educational Administration (CASEA) had a program underway that was involved in examining the organizational implications of instructional change. During the 1969-70 academic school year, the program staff focused its efforts on identifying potential research sites for case studies that would examine the implementation efforts used in installations of new organizational forms for instruction. Out of that quest grew the present bibliography.

The compiler of the bibliography assumed responsibility for pulling together a modest bibliography of Differentiated Staffing. As is the case of most bibliographies assembled, one does not stop until all sources immediately at hand are exhausted. In the case of this bibliography, it is not assumed that all references are included. No human being with our normal failings could assume that degree of exactness.

References were drawn from existing bibliographies as published by others and from those found in texts related to the subject. Additionally, ERIC publications were searched at length as was the Education Index. There are 355 references cited in the bibliography. The earliest publication using the term "Differentiated Teaching" was prepared for the National Elementary Principal by William D. Hedges in 1967. This apparently was the initial journal publication using specific reference to differentiated teaching and staffing. It does not mean that earlier references could not

be found or that other authors were not writing about the topic.

Publication activity on the topic of "Differentiated Staffing" follows a modified bell curve of normal distribution. (See Figure 1.) Initial writings listed in this bibliography relate to staff utilization references from the period 1964-1966. Beginning in 1967 reference is made to "Differentiated Staffing or Teaching," 18 references of this type were identified for 1967. In 1968, 27 sources joined the literature base. The peak year in publications on the topic was 1969, when 86 entries were cited. The next three years (1970-71-72) form a plateau of writings with 45, 53, and 58 sources respectively. 1973 began the decline in references with only 43 entries identified, and in the first 9 months of 1974 only 3 references cited. (See Table 1 for a summary of reference generation by year.) As such, the curve of writing efforts for Differentiated Staffing illustrates the rapid introduction of the topic on the educational scene as well as its quick decline.

In identifying source references for this bibliographical reference collection, some arbitrary rules were established to guide the compiler. All references either by author or title relating to Differentiated Staffing were included. To the best of my knowledge no duplication occurs. Books assembled by editors were included along with individual chapters; in terms of total references, these were counted as one entry. Other tables and figures illustrate authorship and content breakdowns.

It should be noted that in the period of heavy writing, the federal government was actively supporting implementation efforts through the United States Office of Education's Education Professions Development Act (EPDA). The thrust of this Act was to establish new roles in education.

Figure 1

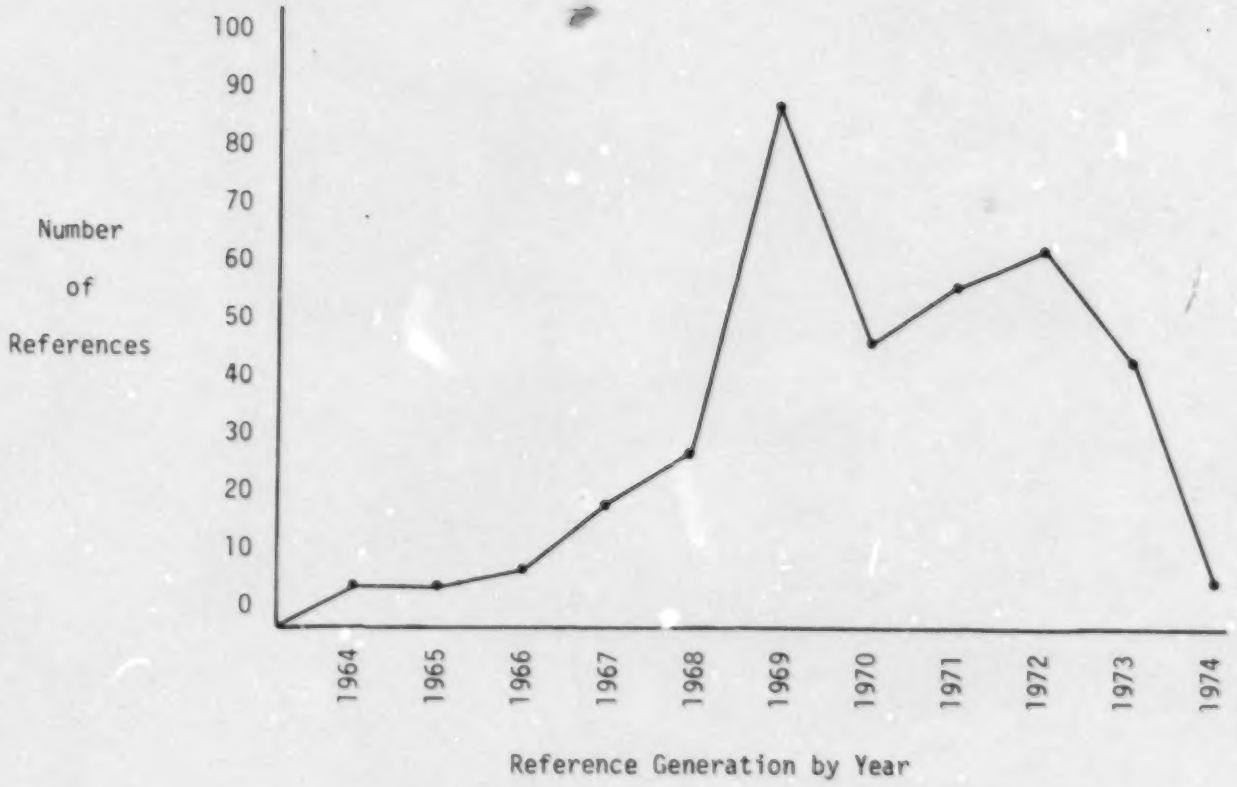

Number of References
100
90
80
70
60
50
40
30
20
10
0
1964
1965
1966
1967
1968
1969
1970
1971
1972
1973
1974
Reference Generation by Year

Table 1

Differentiated Staffing Bibliography

Reference Generation by Year

	1964	65	66	67	68	69	70	71	72	73	74	ND	Total
A	1	1	0	4	3	9	0	0	7	2	1	5	33
B	1	0	0	1	1	8	2	3	4	3	0	0	23
C	0	0	1	0	0	8	5	3	5	4	0	1	27
D	0	0	1	1	0	4	8	7	2	2	0	0	25
E	0	0	1	3	11	9	7	10	9	1	0	2	53
F	0	0	0	0	0	7	2	1	3	2	0	0	15
G	0	1	0	0	0	0	0	0	4	0	0	0	5
H	0	0	0	2	2	5	3	2	2	5	0	0	21
I	0	0	0	0	0	0	0	1	0	0	1	0	2
J	0	0	0	2	1	0	0	1	1	2	0	0	7
K	0	0	0	0	0	1	2	3	2	0	0	1	9
L	0	0	0	0	0	2	3	1	1	1	0	1	9
M	0	0	0	2	2	1	2	4	4	5	0	0	20
N	0	0	2	2	0	9	1	3	0	1	0	1	19
O	0	0	0	0	0	2	2	1	1	0	0	0	6
P	0	0	0	0	2	1	3	1	0	1	0	0	8
Q	0	0	0	0	0	0	0	0	0	0	0	0	0
R	0	0	0	0	2	4	1	3	2	1	0	0	13
S	0	0	0	1	1	10	4	5	6	6	0	1	34
T	0	0	0	0	1	1	0	2	2	1	1	0	8
U	0	0	0	0	1	1	0	0	0	0	0	0	2
V	0	0	0	0	0	0	0	0	0	0	0	0	0
W	0	0	0	0	0	4	0	2	3	5	0	1	15
X	0	0	0	0	0	0	0	0	0	0	0	0	0
Y	0	0	0	0	0	0	0	0	0	1	0	0	1
Z	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals	2	2	5	18	27	86	45	53	58	43	3	13	355
%	½	½	1	5	8	24	13	15	16	12	½	3	100

The life cycle of the literature on Differentiated Staffing seems short compared to other innovations. The reasons for this are complex at best and may never be understood fully. Some have speculated the withdrawal of federal funding dampened enthusiasm for the concept. Others feel that hard line militancy by teachers' organizations caused the death of the much hoped for plan. Still others have speculated that a lack of successful implementation and the persistance of traditional barriers to change brought adoption efforts to a halt.

If one acknowledges that the varied use of staff at all levels persists in the schools, then maybe only the title, "Differentiated Staffing," is dead. For across the country, one now finds teacher assistants or aides, lead teachers, teacher leaders, and so on, in an abundance not present a few years ago. Possibly the term Differentiated Staffing is like the Edsel or the milk bottle: each particular item has disappeared but the car as a vehicle and the milk container continue to serve the same functions--as do various levels of educational personnel.

In examining the bibliography, some interesting facts emerge. When references are catalogued by authorship, single author entries are the most frequent--147 references, which represent 42% of the total. (See Table 2.) Multiple-author entries are the second greatest source with 61 references. It is also interesting to note that association sponsored entries and those authored by an individual but available from an association totaled 58 references. The American Federation of Teachers and National Education Association took strong contrasting positions on Differentiated Staffing and sponsored an unusually large number of references.

Table 2

Differentiated Staffing Bibliography

Authorship of Reference Entries

	One Author	Multiple Authorship	Association Sponsored	Author(s) Association Entry	Non-Author Entry	Editor(s)	Dissertation & Thesis	Total
A	10	9	4	2	7	0	1	33
B	9	6	0	6	0	1	1	23
C	15	7	1	0	1	0	3	27
D	3	2	0	1	17	0	2	25
E	27	10	1	10	1	0	3	53
F	4	3	4	2	0	0	2	15
G	1	2	0	0	0	0	2	5
H	1	13	0	2	1	0	4	21
I	1	0	0	0	1	0	0	2
J	3	0	0	2	0	0	2	7
K	6	2	0	0	0	0	1	9
L	5	1	0	1	1	0	1	9
M	13	0	0	2	0	0	5	20
N	3	1	12	1	1	0	1	19
O	2	1	1	0	1	0	1	6
P	4	0	0	1	1	0	2	8
Q	0	0	0	0	0	0	0	0
R	6	3	0	1	0	0	3	13
S	19	0	1	3	3	1	7	34
T	3	1	0	0	1	1	2	8
U	0	0	0	0	2	0	0	2
V	0	0	0	0	0	0	0	0
W	11	0	0	1	1	0	2	15
X	0	0	0	0	0	0	0	0
Y	0	0	0	0	0	0	1	1
Z	0	0	0	0	0	0	0	0
Totals	147	61	24	35	39	3	46	355
%	42	17	6	10	11	1	13	100

Reference content categories also revealed some interesting breakdowns. (See Table 3.) Of the 355 references cited, 124, (35%), were magazine or journal articles. Fifty-one were association reports, 46 were dissertations or theses, and 41 represented Differentiated Staffing project reports. The number of texts identified was seven. It is expected that, additional texts on the topic will be forthcoming in the coming months. It should be noted that the miscellaneous category included a film, newspaper articles, speeches and papers presented at professional meetings and a cassette recording.

The most prodigious author was Fenwick W. English with 27 references cited. Dwight W. Allen (14) and Roy A. Edelfeld (14) were next in publications. A total of 14 other authors had three or more reference entries. Organizations having a number of references include the National Education Association (NEA) with 10 and the Association of Classroom Teachers of NEA with 2. Still other organizational references can be found under various authors' names such as Allen (1967), Barbee (1969), Brotman (1970), Denemark (1967), Edelfelt (1966, 1968, 1969), Haberman (1970), Hall (1968), Joyce (1967), McKenna (1969), Sharpe (1969), and Szakalum (1969). The other major teachers' organization, American Federation of Teachers (AFT) had its views published by two authors, Bhaerman (1970, 1969, 1971, 1969, 1969) and Selden (1969). AFT's view tended to be the opposite of NEA's in that they often opposed differentiated staffing.

In the area of research findings only one master's thesis was identified which made reference to "Differentiated Staffing." This was by Howard (1968), a University of Wisconsin student. Typically, doctoral dis-

Table 3

Differentiated Staffing Bibliography

Reference Content Categories

	Texts	Booklets	Monographs	Magazine & Journal Articles	Research Reports	Association Reports	Project Reports	School District Reports	Chapters in Texts	Bibliographies	Dissertations	Thesis	Miscellaneous	Total
A	0	0	0	12	1	8	4	4	1	0	1	0	2	33
B	2	1	1	8	0	7	0	2	1	0	1	0	0	23
C	1	0	2	13	0	1	7	0	1	0	1	0	0	27
D	1	0	1	12	0	1	1	2	0	0	3	0	0	25
E	1	0	0	18	0	1	5	14	1	4	2	3	1	53
F	1	0	0	3	0	1	6	0	2	0	3	0	0	15
G	0	0	0	0	0	1	0	0	0	1	2	0	1	5
H	0	0	0	11	0	2	2	1	0	0	3	1	1	21
I	0	0	0	1	0	0	1	0	0	0	0	0	1	2
J	0	0	0	2	0	2	0	0	1	0	2	0	0	7
K	0	0	0	6	0	0	0	0	1	0	1	0	1	9
L	1	0	1	2	1	0	2	0	0	0	1	0	0	9
M	0	1	0	7	0	1	1	0	1	0	1	0	1	20
N	0	0	1	1	2	10	3	0	0	0	5	0	1	19
O	0	0	1	3	0	0	1	0	0	0	1	0	0	6
P	0	0	0	0	0	0	3	0	2	0	2	0	1	8
Q	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R	0	0	0	4	0	1	0	0	2	1	3	0	1	13
S	0	0	2	9	2	4	3	3	1	1	7	0	1	34
T	0	0	1	3	0	0	0	0	0	1	2	0	1	8
U	0	0	0	0	0	0	2	0	0	0	0	0	0	2
V	0	0	0	0	0	0	0	0	0	0	0	0	0	0
W	0	0	0	9	0	1	0	2	1	0	2	0	0	15
X	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Y	0	0	0	0	0	0	0	0	0	0	1	0	0	1
Z	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals	7	4	10	124	6	51	41	28	14	9	45	1	15	355
%	2	1	3	35	2	14	11	8	4	3	13	0	4	100

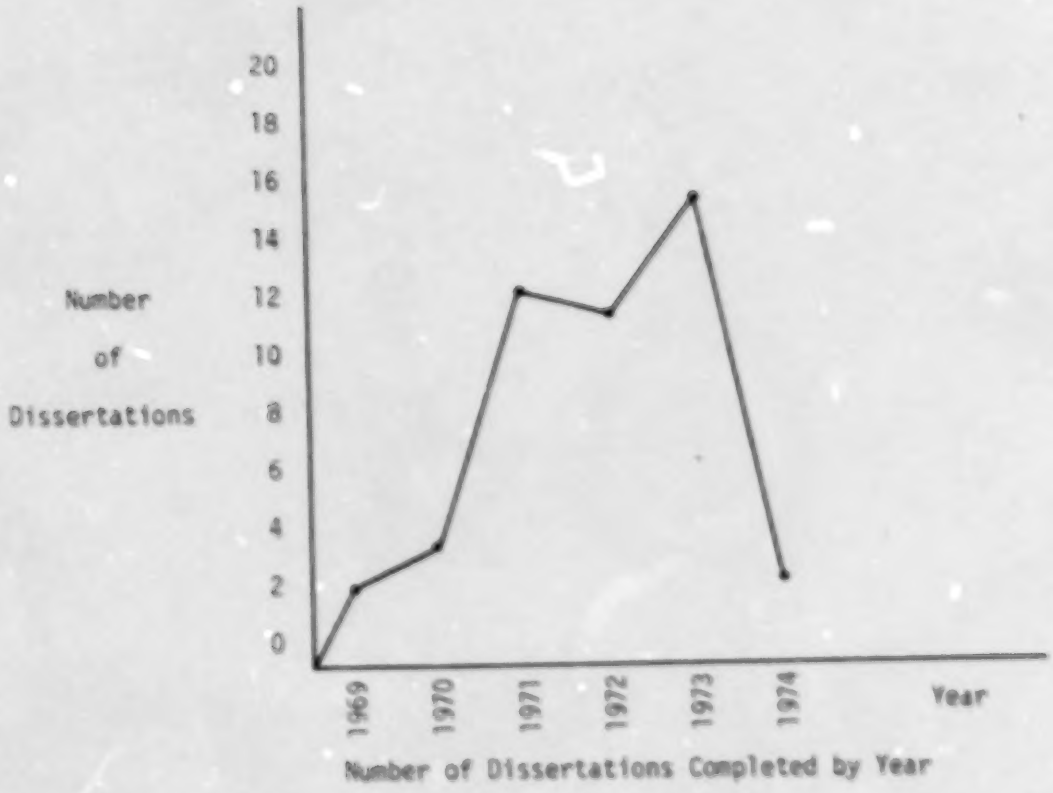
MISC: Film - 1
Newspaper Art. - 2
Speech - 1
Paper Presented at Meeting - 2
Cassette Recording - 1

sertation research lags behind other writings due to the time required to carry out the planned research. In the case of "Differentiated Staffing" research, this appears also to be the case. A total of 45 dissertations relating to Differentiated Staffing were identified in Dissertation Abstracts. Since all universities do not belong to this organization, other dissertations may be around waiting to be discovered. The first dissertations relating to Differentiated Staffing appeared in 1969 (2). 1970, 71, 72 and 73 found 3, 12, 12, and 15 references respectively. For 1974 only one dissertation has been listed. (See Figure 2 and Table 4.)

If the number of dissertation references are removed from the total distribution, one finds an even greater decline in writings and references on the topic for the years 1971, 72, 73, further illustrating the rapid rise and fall of interest in this topic.

A total of 19 dissertation references are included that relate to prescriptive models or persuasive rationales for installing Differentiated Staffing. These include: Adams (1972), Bowers (1973), Chamberlain (1971), Christensen (1970), DeBlois (1970), Franklin (1971), Gentry (1972), Hestand (1973), Hoffman (1973), Krumbein (1971), Loewen (1972), Melton (1973), Moss (1973), Pillot (1970), Sharpes (1969), Shepard (1971), Skidmore (1971), Tennant (1974), and Tudor (1972). 19 Doctoral studies focusing on attitudes and perceptions and other similar comparisons can be found. They are: English (1971), Essig (1971), Everhart (1972), Froese (1972), Gray (1972), Hendrix (1973), Johnson (1972), Mantzke (1973), McKay (1971), Morrison (1972), Noskowski (1973), Olson (1971), Pedee (1971), Rottier (1971), Rowe (1969), Sadler (1971), Schunak (1973, Weller (1972), and York (1973). The case study

Figure 2



Number of Dissertations Completed by Year

Table 4

Differentiated Staffing Bibliography

Dissertations

Date	No.	%
1969	2	4.5
1970	3	7.0
1971	12	27.0
1972	11	24.0
1973	15	33.0
1974	2	4.5

Universities Generating Dissertations:

University of Oregon	5
University of Massachusetts	4
Michigan State University	4
Arizona State University	3
University of Florida	3
Four Universities with	2
18 Universities with	1
	45

approach was found in five dissertations: Jones (1973), Reynolds (1973), Shapiro (1972), Sheridan (1973) and Wacaster (1973).

It should be noted that the University of Oregon and the University of Massachusetts generated the most dissertations. This was due to the fact that CASEA at the University of Oregon had a federally funded research project focusing on the organizational implications of organizational change and the staff at CASEA focused on Differentiated Staffing as a form of organizational change. At Massachusetts, Dwight Allen's leadership in Differentiated Staffing and federal funding support led to a focus on the topic.

Reports of other project efforts can be found under references as follows: A Plan for Differentiated Staffing in Public Schools (n.d.), Arends (Report #1 and 2, 1972), Augenstein (1968), Center for the Advanced Study of Educational Administration (1970), Chadwick (1969), Charters and Pellegrin (1972), Charters (1973), Crenshaw (1969), Cunningham (1969), Differentiated Staffing (1971), Differentiated Staffing Project (1970), English (1970, 1972, 1968, 1971), Essig (Reports #3, 4, 5, 1972), Evaluation Training Center (1971), Finks (1969), Florida State Department of Education (1969, 1969, 1969), Hair and Hazlett (1969), Leadership Training Institute for School Personnel Utilization (n.d.), Moore (1972), Nelson, Haines and Thomas (1971), Plan for Differentiated Staffing Public Schools (1968), Sarasota County School Board (1970-71), Shirey (1967), and Wik (1969).

Bibliographies included in this collection include Differentiated Staffing: An Annotated Bibliography, #3 (1971), Differentiated Staffing: Bibliographies in Education, #5 (1970) and #36 (1973), Differentiated Staf-

fing (1970), Georgiades (1965), McKenna (1969), Ross (1969), Staff Differentiation--An Annotated Bibliography Addendum (1971), Stevens (1972).

Books and monographs that are devoted to the topic found in the bibliography include: Brighton (1972), Bush and Allen (1964), Charters (1973). Cooper (1972), Dempsey and Smith (1972), English and Sharpes (1972), Fiorino (1972), Interface on Learning: Differentiated Staffing (1971), Lewis (1971), Lynch and Handy (1970), and Scobey and Fiorino (1973).

Two additional related references that are not cited in the formal bibliography should be mentioned. Charters and Jones, in a paper presented in the November 1973 issue of the Educational Researcher, "On the Risk of Appraising Non-Events in Program Evaluation," comment on studies that examined pupil outcomes without distinguishing between experimental and control schools. As is frequently the case, the experimental and control settings are not compared and differences between them are not identified or recorded. The article points up such an event as it related to a study of a differentiated staffing school and a control elementary school. An unabridged version of the paper has been published (1974) under the title of "On Neglect of the Independent Variable in Program Evaluation," by Project MITT at the University of Oregon.

To indicate those few references which will give a good "handle" on the topic of "Differentiated Staffing," I would suggest the following references: Coleman and Wallen (1970), English (1970), National School Public Relations Association (1970), and Olivero (1970).

John E. Jones

Differentiated Staffing Bibliography

(A)

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